



# Burnout and the Path to Recovery

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**CORO  
PAN**

**GL**

**TOTAL CAS**  
**29,136,55**

**IN THE U**

**TOTAL CAS**  
**6,545,94**

SOURCE: JOHN

**TRACKING H**



**DEVELOPING STORY**

PRIMARILY REPORTEDLY APPROXIMATELY 100,000 CASES OF COVID-19





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We are burning  
out



# Six Root Causes of Burnout

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- Overwork
- Lack of control
- Insufficient rewards
- Loneliness
- Lack of fairness
- Mismatched skills



# Signs of Burnout

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## In yourself:

- Exhaustion
- Engagement
- Cynicism

## In others:

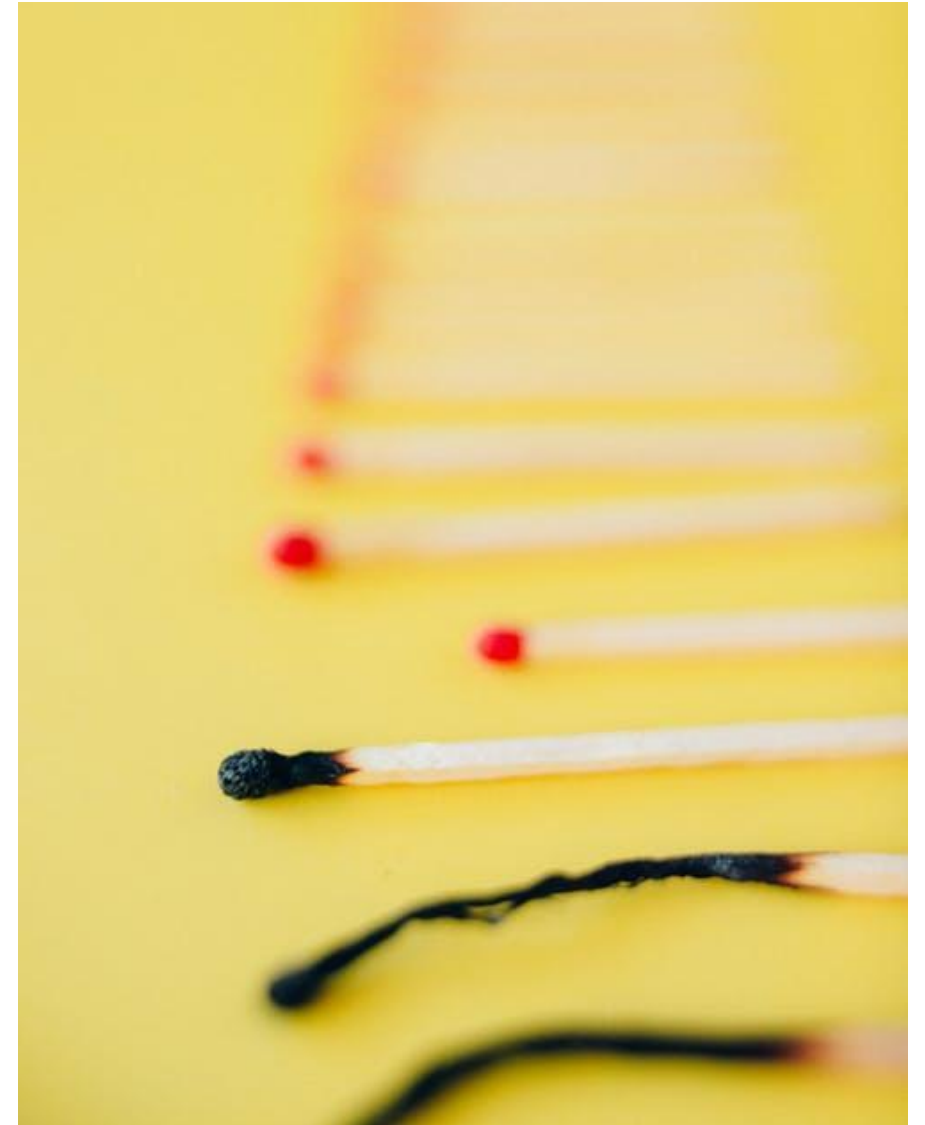
- Fatigue
- Withdrawing
- Increased irritability
- Increased sick/late days
- Disengagement





# Well-Being in a Pandemic - Data

- 89% - work life was getting worse
- 85% - well-being had declined
- 56% - job demands had increased
- 67% - didn't feel they could discuss mental health at work
- Only **2%** rated their well-being as “excellent”



# Brain Fog

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- Symptoms include:
  - Feel like you're searching for your words?
  - You have difficulty making up your mind and making small decisions becomes a big deal.
  - You lose your focus quickly
  - Small tasks feel enormous





# Workload

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- We're working 30% more each day to hit our pre- COVID goals
- Number of meetings have increased by 24%
- The average workday is now 48 minutes longer



# Lack of Community (Loneliness)

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- Equivalent of smoking 15 cigarettes on our health – *Cigna Health*
- 74% say it's the loneliest they've ever felt
- 1 in 5 Millennials say they have zero friends – *YouGov study*





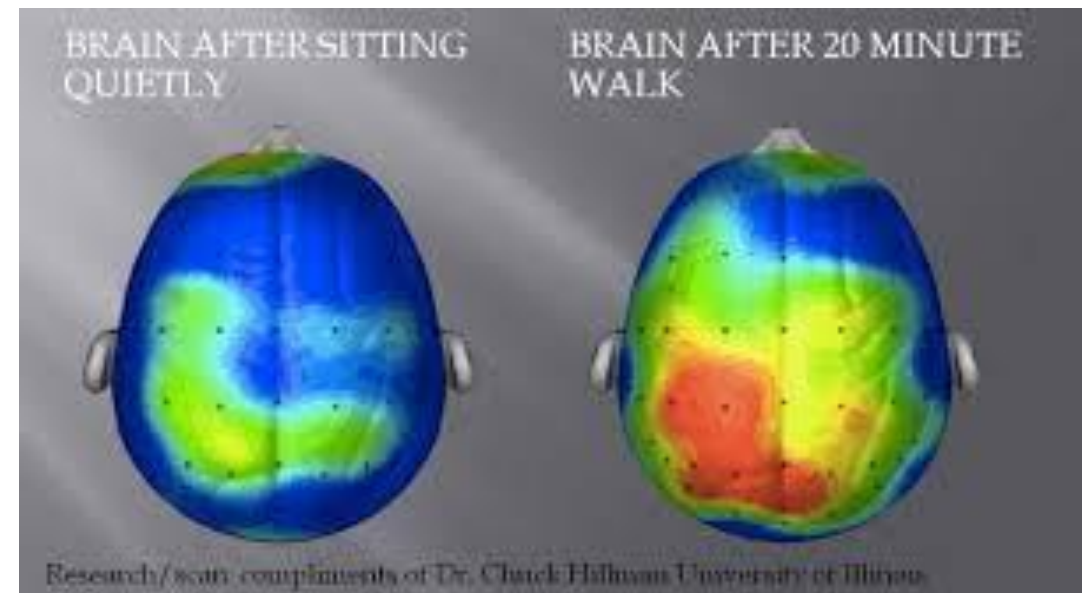
## Prevention Strategies




# Neuroplasticity

The ability for the brain to change its neural pathways based on our behavior and environment.

The brain engages in what is called “synaptic pruning”- deleting the neural connections that are no longer useful and strengthening the necessary ones





*“Simple actions done  
with repetition  
provide positive  
well-being  
outcomes.”*



# Authentic Empathy

*The average adult will say "I'm fine" 14 times a week but mean it 19% of the time. 1/3 said they mostly lie about how they feel.*

Use the Golden Rule 2.0





# Digital Detoxing

- Daily – regular 10-minute breaks
- Don't eat in front of a screen
- Set up a bedtime app
- Get the 7 types of rest we need:
  - Physical rest (passive/active)
  - Mental rest
  - Sensory Rest
  - Creative rest
  - Emotional Rest
  - Social Rest
  - Spiritual Rest







# Self-efficacy y Mastery:

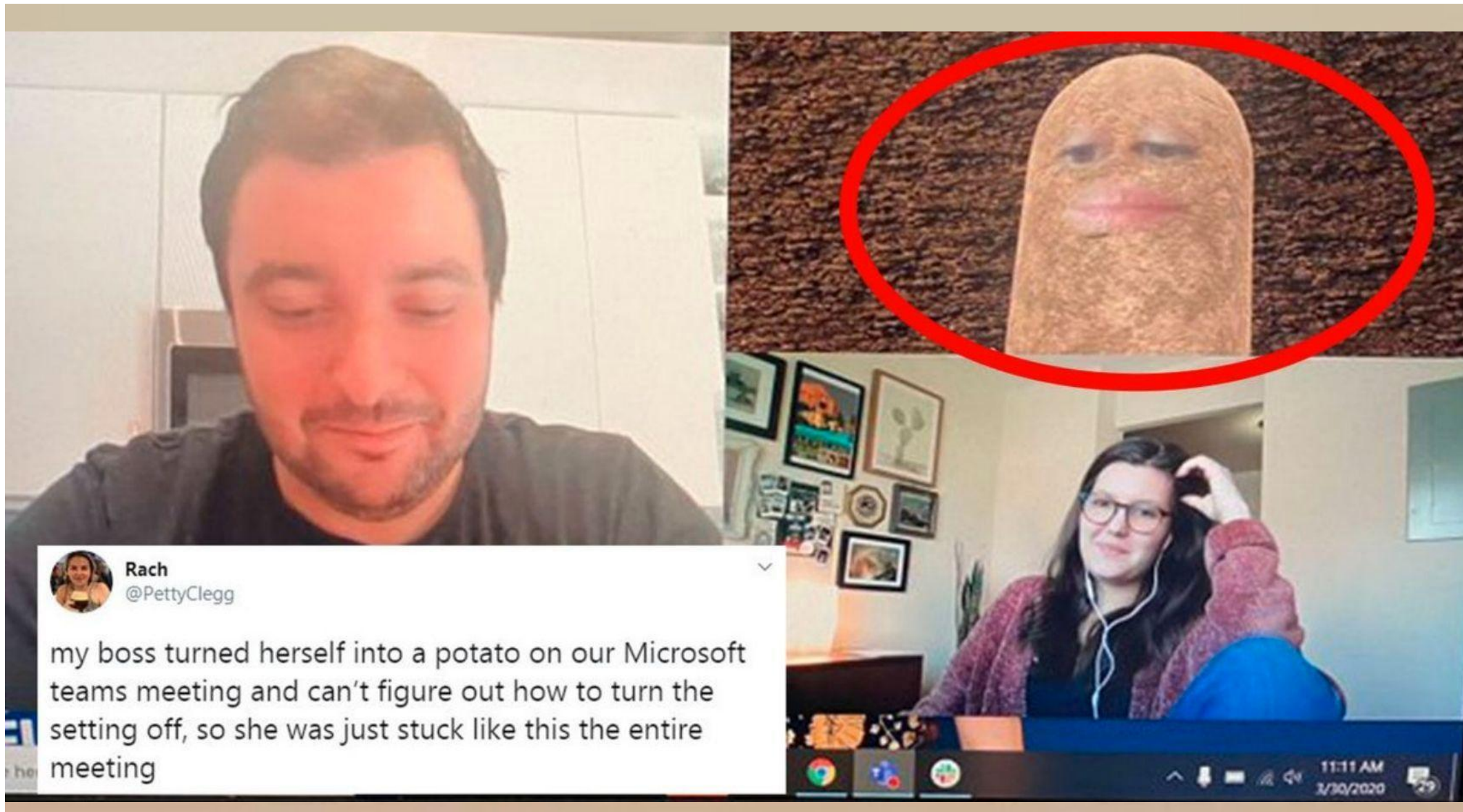
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*“Self-efficacy is about having the strong, positive belief that you have the capacity and the skills to achieve your goals.”*

*Dr. Albert Bandura, Stanford*







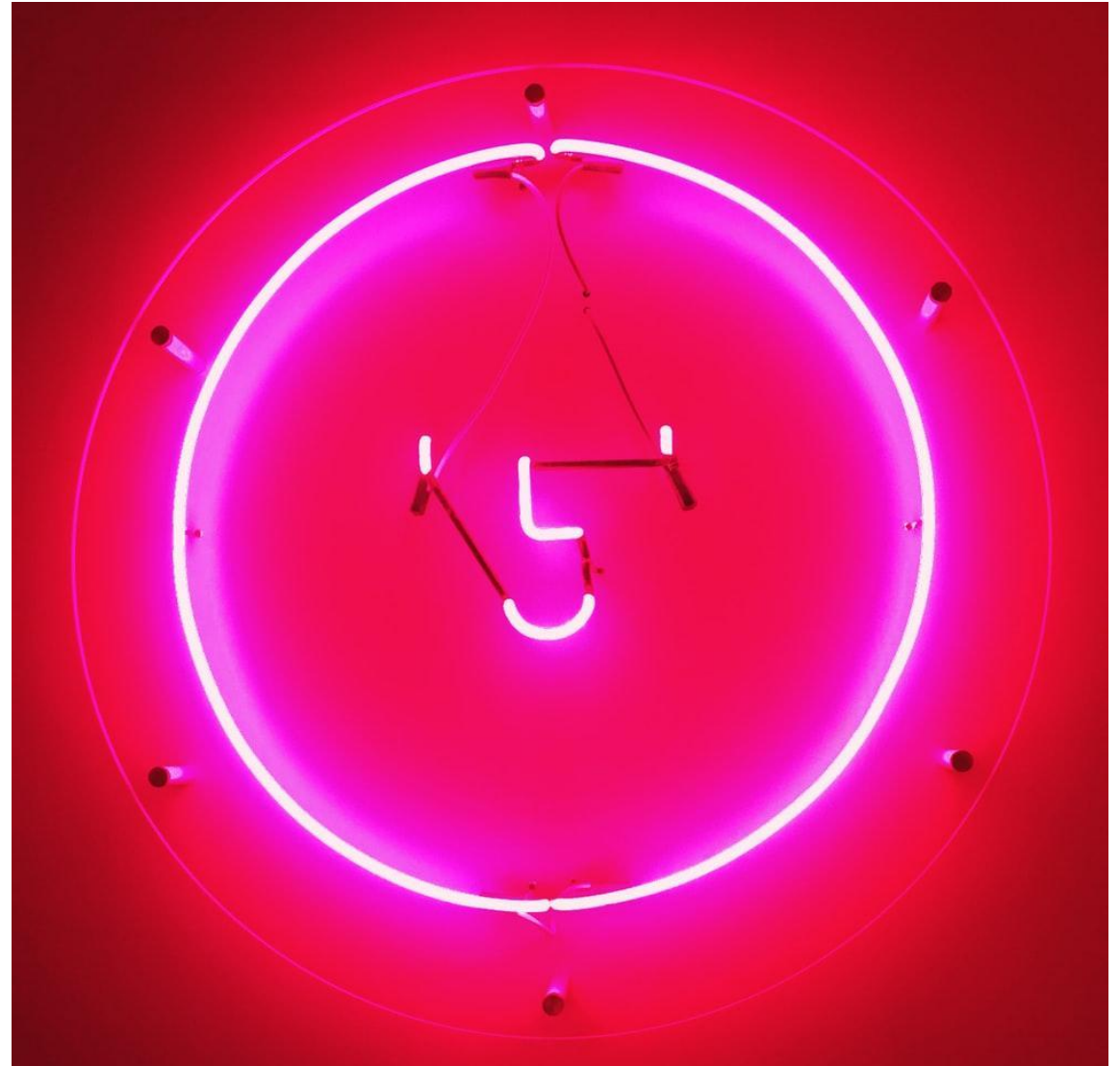
**Rach**  
@PettyClegg

my boss turned herself into a potato on our Microsoft teams meeting and can't figure out how to turn the setting off, so she was just stuck like this the entire meeting

# Optimism:

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*A consistent belief that everything will turn out ok even if it wasn't how we'd planned it.*



# Gratitude

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*“The science of focusing on what we have versus what we don’t have.”*

*Dr. Robert Emmons, UC Davis*





# Health Benefits of Gratitude

Stronger  
Immune  
Systems

Lower  
Blood  
Pressure

Slept Longer  
& Better

More  
Optimistic  
& happier

Higher  
Compassion

More  
Forgiving &  
Generous

More Outgoing

Felt Less  
Lonely &  
Isolated





## Emotional Flexibility and Resilience

*“The capacity to adapt to change quickly and with minimal stress.”*

Intervention: What was something you didn't think you would ever be good at - until 2020?

COME ON INNER PEACE

I DON'T HAVE  
ALL DAY





# Thank you!

More questions?

Connect with me on Twitter  
or LinkedIn @JenLeighMoss

